Florida Agricultural and Mechanical University

CHARGE OF DISCRIMINATION/HARASSMENT

NAME (Indicate Mr., Ms., or Mrs.)	TELEPHONE NUMBER (Area Code)
Miss Lisa G. Atkinson	(410) 437-4908
STREET ADDRESS 7936 Caldwell Rd.	HOME (410) 437-4908
CITY, STATE, AND ZIP CODE Pasadena, MD 21122	WORK (can you be reached here?) (410) 767-7017 yes

List the employer, area, college or school, and vice president or other person(s) who discriminated against you.

NAME	Department	Telephone Number
Gerald Gee	Journalism	

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box[es])

- [x] Race
- [ ] Color
- [ ] Religion
- [ ] National Origin
- [ ] Sex
- [ ] Age
- [ ] Marital Status
- [ ] Retaliation
- [ ] Disability

Date most recent or continuing discrimination took place. (month, day, year)

Sept. 20, 1993

The particulars are (if additional space is needed, attach extra sheet[s]:

See attached Letter

RECEIVED
DEC 1 4 05 PM '94
EEO/EEA OFFICE
FAMU

I will advise the EEO/EEA office if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedure. I certify that the above (and attached) statements are true and are accurate documents of incidents which occurred and which I consider discriminating actions and/or forms of harassment.

Lisa G. Atkinson 12-30-94
Signature of Complaint Date

Notary - (required for filing)

Subscribed and Sworn to before me this 30th of August, 1994

Thomas L Lyon

November 1, 1997
My commissions expires

FAMU IS AN EQUAL OPPORTUNITY/ EQUAL ACCESS UNIVERSITY

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August 29, 1994

Ms. Mary Vaughn, Director
Equal Opportunity Programs
Suite 401 Lee Hall
Florida A&M University
Tallahassee, FL 32307

Dear Ms. Vaughn,

Thank you for this opportunity to express myself as a complaintant in the Discrimination/Harassment case against Instructor Gerald Gee.

In the Fall semester of 1993, our Public Relations (PR) class was engaged in a conversation with Instructor Gee about the fact that the PR students do not have any PR outlets on campus. Instructor Gee was head of the department, so it was only reasonable that he was the best individual to respond to our concerns.

Instructor Gee then informed the class that he was about to say something that may offend some of us. Then he said that "sitting around waiting for someone to give us something creates nigger thinking that will keep us sitting on the back of the bus forever." Offense does not begin to describe what I felt. First of all, he never said that he was about [sic] make a racially derogatory statement that would attempt to lessen the struggles and the mind-set of an oppressed people. Nor did he state that he was about to offend my parents, grandparents, aunts, and uncles who for so many years rode the back of the bus, not because of their nigger thinking, whatever that really means, but because of those in power who thought that Blacks were inferior and deserved nothing but inferior service.

Outrage, anger, and disbelief surges uncontrollably when I recall the incident and think that Instructor Gee had incredible audacity to stand in front of an all Black class at an Historically Black University and disrespect an entire race of people.

Instructor Gee could not possibly know how effected I was by his words that he thought were so innocent. He even went as far as to say that he could not believe that we were not mature enough to handle an adult conversation, and that he chose his words for "shock value". I cannot believe that an adult, someone that students and parents entrust their education to, would disregard what he is supposed to represent in the classroom and use unnecessary, inappropriate language for any reason. I deserve better, I demand better, and I will settle for nothing less.

I truly believe that the words of one's mouth are the meditations of one's heart, and if you say it, you mean it. I cannot promote Florida A&M University, my proud Alma Mater that I love so much, to the many high school and elementary school students that I come in contact with knowing that such behavior as Instructor Gee's is condoned. The point of bringing this issue to the attention of FAMU administration is just that, so they will be aware of what is going on in the school that I call home.

Once again, thank you for contacting me about the continuation of this case. If I may be of assistance in any other capacity or at any other point during the investigation, please do not hesitate to call me. I appreciate your dedication to students and to their concerns. I look forward to hearing the results of the investigation.

Lisa G. Atkinson
7936 Caldwell Rd.
Pasadena, MD 21122
(H) (410) 437-4908
(W) (410) 767-7017
or (410) 523-8346

Sincerely,

Lisa G. Atkinson
Class of 1994

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AUG 22 12 25 PM 1994
EEO/EEA

Florida Agricultural and Mechanical University

CHARGE OF DISCRIMINATION/HARASSMENT

NAME (Indicate Mr., Ms., or Mrs.)	TELEPHONE NUMBER (Area Code)
Mr. Derek G. Austin	(216) 561-0523
STREET ADDRESS	HOME
4160 Feiner Drive	
CITY, STATE, AND ZIP CODE	WORK (can you be reached here?)
Cleveland, Ohio 44122-6834	

List the employer, area, college or school, and vice president or other person(s) who discriminated against you.

Gerald Gee

NAME	Department	Telephone Number
Gerald Gee	School of Journalism	(904) 599-3112

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box[es])

- [X] Race
- [ ] Color
- [ ] Religion
- [ ] National Origin
- [ ] Sex
- [ ] Age
- [ ] Marital Status
- [ ] Retaliation
- [ ] Disability

Date most recent or continuing discrimination took place. (month, day, year)

September - December 1993

The particulars are (if additional space is needed, attach extra sheet[s]:

I will advise the EEO/EEA office if change my address or telephone mber and I will cooperate fully th them in the processing of my arge in accordance with their procedure. I certify that the above (and attached) statements are true and are accurate documents of incidents which occurred and which I consider discriminating actions and/or forms of harassment.

Derek G. Austin 8-19-94
Signature of Complaint Date

Notary - (required for filing)

Subscribed and Sworn to before me

16 of Aug. 1994

Jacqueline M. Grantham

1-6-96
My commissions expires

FAMU IS AN EQUAL OPPORTUNITY/ EQUAL ACCESS UNIVERSITY

On September 1993 Professor Gerald Gee offended many students by the context in which he used the slur "nigger."

During Gee's Monday Case Studies in Public Relations class, the students were discussing with Gee their frustrations with the lack of opportunities available to public relations students.

He became upset toward the students for not settling with the status quo. Gee warned the class he would make a statement many might consider offensive.

"If you do not take advantage of those opportunities available to you, then that is nigger thinking," said Gee, "and that is what will always keep you at the back of the bus."

About four students left the room for about 15 minutes. One student never returned. Many students told Gee that although his point was understood, his statement was not appreciated. Gee's attitude and feelings did not change and he continued class as usual.

Later that week, seven students signed a letter which stated his comments were not appreciated.

After the letter was given to the administration, Gee constantly showed his bitterness, specifically, to those students who signed the letter. For example, Gee told another class he was being fired because of the seven students which caused many rumors and conflicts within the School of Journalism for months.

On another occasion, Gee asked the entire class how they felt if the seven students were to appear on a talk show with him about the issue.

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Aug 19 11 45 AM '94
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CHARGE OF DISCRIMINATION/HARASSMENT

NAME (Indicate Mr., Ms., or Mrs.)	TELEPHONE NUMBER (Area Code)
MS. CHAMANE NIKKOLE KENNEDY	
STREET ADDRESS	HOME
2955-D WOODRICH DRIVE	(904) 877-5823
CITY, STATE, AND ZIP CODE	WORK (can you be reached here?)
TALLAHASSEE, FLORIDA 32301-3685	(904) 921-8152

List the employer, area, college or school, and vice president or other person(s) who discriminated against you.

NAME	Department	Telephone Number
ASST. PROF. GERALD GEE	SCHOOL OF JOURNALISM	(904) 599-3000

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box[es])

- [x] Race
- [ ] Color
- [ ] Religion
- [ ] National Origin
- [ ] Sex
- [ ] Age
- [ ] Marital Status
- [ ] Retaliation
- [ ] Disability
- [x] insensitivity & UNPROFESSIONALISM

Date most recent or continuing discrimination took place. (month,day,year)

FALL/1993

The particulars are (if additional space is needed, attach extra sheet[s]):

DURING A CLASS DECUSSION IN A PUBLIC RELATIONS CASE STUDY CLASS, TAUGHT BY GERALD GEE, THE CLASS LEAD A DISCUSSION ON THE UNBALANCED TREATMENT OF THE VARIED SEQUENCES IN THE SCHOOL OF JOURNALISM. GREALS GEE WAS CONTENT WITH ALLOWING THE CLASS TO DISCUSS THEIR VIEWS AMONGST THEMSELVES. WHEN HE FELT IS WAS APPROPRIATE TO SPEAK, HE SAID THAT THE STUDENTS NEEDED TO GO OUT AND FIND OPPORTUNITES TO ENHANCE THEIR LEARNING EXPERIENCE IN PR. THAT WE COULD NOT WAIT FOR THE SCHOOL OF JOURNALISM TO PROVIDE THOSE OPPORTUNITES FOR US. HIS CONTROVERSIAL STATEMENT, "IT"S THAT SAME NIGGER MENTALITY THAT WILL KEEP YOU ON THE BACK OF THE BUS FOREVER," STEMMED FOR THAT CONVERSATION. MY OWN REACTION WAS OF SHOCK.

I will advise the EEO/EEA office if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedure. I certify that the above (and attached) statements are true and are accurate documents of incidents which occurred and which I consider discriminating actions and/or forms of harassment.

Signature of complainant — Date 8/18/94

Notary - (required for filing)

Subscribed and Sworn to before me

18th of August, 1994

Jana L. Williams

JANA L. WILLIAMS
NOTARY PUBLIC STATE OF FLORIDA
Comm. Exp. Dec. 21, 1996
Bonded Thru Troy Fain Insurance, Inc.

500123

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ADDITIONAL COMMENTS:

I LOOKED AT THE REACTION OF MY CLASSMATES AND EVERYONE LOOKED SURPRISED AT HIS STATEMENT. EVEN THE ONES WHO LATER FELT HE DID NOT MEAN ANYTHING BY THE STATEMENT. I WAS THE SOLE STUDENT WHO QUESTION [sic] HIS REMARK. I RAISED MY HAND IN DISBELIEF OF WHAT HE HAD JUST SAID, AND ASKED HIM DID HE REALIZE WHAT HE HAD SAID AND DID HE REALIZE HE JUST OFFENDED MYSELF AND PROBABLY OTHER STUDENTS. HE SAID HE KNEW WHAT HE SAID, BUT CONTINUED TO POINT OUT THE NECESSITY OF OUR OWN INDULGENCE IN OUR CAREERS AS PR PRACTIONERS. HE DID NOT TAKE MY REMARK SERIOUS ENOUGH TO ADDRESS HIS STATEMENT FULLY AND PROPERLY APOLOGIZE FOR HIS INSENSITIVITY.

DURING HIS CONTINUED TALK AFTER THE STATEMENT TWO STUDENTS LEFT THE CLASS IN DISMAY. ONE DID OT [sic] RETURN. I DO NOT WANT TO BASE MY GRIEVANCE WITH ASSISTANT PROFESSOR GERALD GEE ON THE PLATFORM OF HIS RACIAL MOTIVES FOR MAKING THE STATEMENT. I FEEL THAT IS SOMETHING I WILL NEVER KNOW. BUT I DO FEEL STRONGLY THAT HIS BEHAVIOR WAS INSENSITIVE, UNFAIR, UNPROFESSIONAL, AND HIS TEACHING STRATEGY IS INCONDUCIVE TO A LEARNING ENVIRONMENT.

HIS REMARK ABOUT THE HISTORY OF THE AFRICAN-AMERICAN RACE IS NOT HIS TO SPEAK OF IN SUCH A WAY THAT HE THINKS HE CAN POSSIBLY INCOURAGE [sic] AFRICAN-AMERICAN STUDENTS TO LEARN BY SUCH A DEROGATORY STATEMENT. I

CAN NOT EXCEPT HIS REASONING FOR MAKING THE STATEMENT. I TRULY BELIEVE THAT NOT ONE SINGLE STUDENT FELT THAT SOME LIGHT WAS SHINED ON THEIR CAREER AS A JOURNALIST BY HIS STATEMENT OF HOW AFRICAN-AMERICAN PEOPLE MUST PUT FORTH SPECIAL BEHAVIOR OR OUR PAST WILL REPEAT ITSELF. I'M SORRY, IT DOES NOT SIT RIGHT WITH ME.

/s/ Chamane N. Kennedy
CHAMANE N. KENNEDY

Florida Agricultural and Mechanical University

CHARGE OF DISCRIMINATION/HARASSMENT

NAME (Indicate Mr., Ms., or Mrs.)	TELEPHONE NUMBER (Area Code)
Ms. Tisha Nikki Rumph	(hm.) (904) 877-5823
STREET ADDRESS	HOME (wk.) (904) 488-0420, 413
2655 Woodrim Dr. Apt. "D"	
CITY, STATE, AND ZIP CODE	WORK (can you be reached here?)
Tallahassee, FL 32301	

List the employer, area, college or school, and vice president or other person(s) who discriminated against you.

IE	Department	Telephone Number
Prof. Fred Gee	Journalism (Assoc-Academics)	599-3000

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box[es])

- [x] Race
- [ ] Color
- [ ] Religion
- [ ] National Origin
- [ ] Sex
- [ ] Age
- [ ] Marital Status
- [ ] Retaliation
- [ ] Disability

Date most recent or continuing discrimination took place. (month, day, year)

Sept. 13th 1993

not positive on day

The particulars are (if additional space is needed, attach extra sheet[s]):

Our class was having a discussion about the lack of Asian Relations opportunities offered to us students to the professor. His reply was that our complaining was similar to "nigger mentality which kept us on the back of the bus."

I will advise the EEO/EEA office if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedure. I certify that the above (and attached) statements are true and are accurate documents of incidents which occurred and which I consider discriminating actions and/or forms of harassment.

Tisha Rumph 8.10.94

Signature of Complaint Date

Notary - (required for filing)

Subscribed and Sworn to before me

12th of August, 1994

Notary Public, State of Florida

My Commission Expires Oct. 16, 1994

My commissions expires: